

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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HOLIDAY PROVISIONS

FOR

TREE TRIMMER (LINE CLEARANCE)

IN

**INYO, LOS ANGELES, MONO, ORANGE, RIVERSIDE, SAN BERNARDINO,
SANTA BARBARA, AND VENTURA COUNTIES**

AGREEMENT

BETWEEN

ASPLUNDH TREE EXPERT CO.

AND LOCAL UNION 47

OF THE INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS, AFL-CIO

RECEIVED
Department of Industrial Relations

JUN 30 2003
Div. of Labor Statistics & Research
Chief's Office

- 3.9 There shall be a Chief Steward appointed by the Union, whose duties it shall be to interpret this Agreement and see that the Union rules are adhered to. The Chief Steward shall carry out such duties without interfering with the proper responsibilities and duties of the foreman. The Chief Steward shall be considered senior to all other employees and shall be the last of their respective classifications on the job to be laid off; this provision is subject to the Company's right under this Agreement. The Union shall notify the Employer, in writing, as to the name of the Chief Steward.
- 3.10 The Employer shall furnish the Union with a seniority list including wage rates and division location of all employees covered by this Agreement and shall keep the Union advised of all deletions upon a request of the Union.
- 3.11 Work which has been historically performed by bargaining unit employees will not be sub-contracted by the Employer, if such sub-contracting results in the layoff of employees covered by this Agreement, excluding M.B.E./W.B.E./O.B.E. goals and provisions of Southern California Edison's contract with the Employer.

ARTICLE IV

Hours - Wage Payment - Holidays Working Conditions

- 4.1 Eight (8) hours shall constitute the normal workday between 7:00 A.M. and 5:00 P.M., Monday through Friday. Thirty (30) minutes between the hours of 11:30 AM and 12:30 P.M. shall constitute lunch period. The regular hours of work may be changed by the Employer with notification to the Union. Such a change in regular hours of work shall not be deemed to require the payment of overtime.
- 4.2 All work performed in excess of forty (40) hours in any one week, or outside the regular schedule of working hours during the work week shall be paid for at the rate of time and one-half (1 1/2), except that time lost due to inclement weather or other excused absences may be made up on Saturday, not to exceed eight (8) hours at the straight time rate of pay. On approved make up days if an employee makes a commitment to work, and does not show, the employee's attendance record will reflect an unexcused absence from work. Overtime shall be computed to the nearest quarter hour. All work performed in excess of twelve (12) continuous hours per day will be paid for at the rate of double time. There shall be no pyramiding. All employees working on the last scheduled working day before a celebrated holiday and the first regularly scheduled working day after such holiday shall receive eight (8) hours pay at the straight time rate. When any one of the listed holidays falls on Saturday, it shall be celebrated on the preceding Friday, and when the holiday falls on Sunday, it shall be celebrated on the following Monday. Holidays under the Agreement shall be: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day, or days celebrated as such.
- 4.3 (a) Employees who are required to report for emergency work on non-workdays, or outside of their regular hours of work on a scheduled workday or on holidays, shall be paid overtime compensation for the actual time worked and for the travel time in connection therewith, but such travel time shall not exceed one-half (1/2) hour.
- (b) When at the request of the supervisor in charge, an Employee reports for pre-arranged work on workdays outside of their regular work hours, on non-workdays or on holidays, the employee shall be paid overtime compensation for actual work time only. Prearranged work is deemed to be work for which advance notice has